



Member Resource News

December 2003
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SRM on the Move
by Mort Kothmann, 1st VP

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Have you seen the latest membership numbers? We have been experiencing steady growth in numbers since last January. Lesley Radtke is doing a great job working with the Sections on membership! SRM is one of the only professional societies in natural resources and agriculture that has apparently turned the declining membership trend around. We have much more work to do and the opportunities are great. We need to make recruitment of young members a very high priority and after they are recruited, we need to put them into responsible roles for service. At the Texas Section Annual Meeting in October, Jerry Payne (Annual Meeting Co-Chair) reported that he had recruited an under-30 new member and given him a very responsible position in planning for the meeting with excellent results. Young persons want to be involved with organizations where they can “make a difference” on issues that are important. The conservation and wise use of rangelands is an issue that they are concerned about. Let’s include and involve them. They need us and we need them!

During October, I participated in a Conference on Personnel Trends, Education Policy, and Evolving Roles of Federal and State Natural Resources Agencies. It is no surprise that they reported that federal employment in natural resource agencies has declined steadily for the past 10 years and that the workforce is aging. This demographic bears a close parallel to changes in membership in professional natural resource societies. Over 40% of employees are over 50 years old and 6 % are less than 30 years old. The pool of potential young SRM members is not in the federal agencies. We have over 300 college students at our annual meeting every year, but only a small percentage are becoming active regular members of SRM. We will be seeking new ways to address this challenge during the coming year.

In the October newsletter, John Malechek discussed the changes that have been occurring in SRM as reflected by the programs at our annual meetings. The growth in both numbers and diversity of papers is exciting. Scarnecchia (JRM, Dec 2003, pp 258-269) makes a strong case for empowering diversity in SRM. He makes an argument that diversity is our strength, not a weakness. The Board is committed to continuing the trend towards expanding the diversity of our programs and membership. Natural resources management needs professional leadership for the integration of knowledge from diverse disciplines into the effective management of the resource to meet complex goals and values. Integrated planning and management have always been major strengths in our discipline and now is an opportune time for SRM to take a leadership role. We will be looking at new opportunities to strengthen our partnerships and affiliations with other natural resource organizations to meet these needs.

**Deadline for the
January SRM
Member
Resource News**

Remember to get your position announcements, columns, section announcements, agency information, etc. in by the 15th of December for the January issue of the newsletter.

A Task Force, appointed by President Rod Heitschmidt in 2002, evaluated our primary science publication, Journal of Range Management and developed recommendations for its future. Their draft report was submitted at the 2003 meeting in Casper and the Board responded by providing some additional direction and President Bob Budd recommissioned the Task Force with an expanded membership. The Board received their final report at the October 2003 meeting and approved their recommendations. They were then charged with developing an implementation plan. You will be receiving more information on the future of our publications during the next few months as these proposals are developed into plans for action. We are excited about the possibilities for growth and strengthening our publications. Look for more information in this newsletter and at the meeting in Salt Lake City.

Each year at the annual meeting we have a Membership Business Meeting where you receive a report from the leadership on the business and programs of SRM during the past year. At Salt Lake City, there will be an additional meeting that is being named SRM Open Mike. This meeting will be an open forum for the membership to dialogue with the leadership of SRM. This session is scheduled for Thursday morning and the agenda and time will be determined by you, the membership. We have a room reserved from 8:00 AM to 12:00 noon and Bob Budd, Mort Kothmann, Angela Williams, and the new 2nd VP will be present to listen to your concerns, visions, and suggestions, and to discuss them with you. Look for more information on this new component of our annual meeting in this newsletter and come tell us what is on your mind.

Do you want to become more involved with SRM programs and committees? Is there a particular topic you have a passion to work on? Starting with the Kansas City meeting, our committee structure has changed. Most of our committees, except for a few administrative committees, are "open". This means that you can select the committee or program you would like to be involved with and join. Don't know who to contact? You can find the names and contact information for the committee chairs in the 2003 Mini-Directory on the SRM webpage. You can also contact me and I will assist you. SRM needs your energy and creative vision to build the diverse membership and programs that will make us stronger and more effective. Don't sit and wait for someone to tell you what to do; you tell us what you want to do. If it does not involve policy or budget approval, do it and tell us what you have done.

I am looking forward to working with you and serving you during 2004. If we all work together, listen to each other, respect each other, and apply the knowledge skills and abilities we have, we can make a difference. We can create a sustainable future for the rangelands of the world to meet the current and future needs of society.

Newsletter News

We are continuing to transition delivery of the SRM newsletter from hardcopy to electronic. Currently, we are mailing hard copies to members who do not have emails, or prefer the hard copy to the electronic version. We would still like to deliver the newsletter electronically to as many members as possible, in order to reduce costs. So if possible, please send your email address to lrادتke@rangelands.org.

Part of that transition process is also dealing with the size of the electronic version of the newsletter. We want to deliver a nice, quality newsletter, but realize that a 2-megabit file may be difficult for members with older machines, or slower internet service. Please let us know if you have any suggestions. We appreciate your patience and understanding.

From the EVP

As we countdown to the Annual Meeting in Salt Lake City, staff and volunteers are putting the final polish on many different projects.

First, please note that a special election is being held for amending the SRM Bylaws. Every voting member will be getting a ballot and a letter. The Board of Directors unanimously passed the resolution calling for the election as well as the recommended changes. They are recommending that you vote “yes” on the ballot.

The Society – with considerable help from the Endowment Board of Governors, is starting a Bed and Breakfast Program. There is an announcement in this newsletter as well as a sign up form, which has all the details. If there are any questions, please contact the SRM office.

The Board of Directors recently went to Washington DC and accomplished three very important tasks. In no particular order, they met with the National Capital Section; dialogued with key agency leadership, including an Assistant Secretary in the Department of the Interior and an Under Secretary in the Department of Agriculture; and met for a full day Board of Directors’ meeting. In conjunction with this trip, individuals also met with partner organizations, participated in a major natural resource personnel congress, and met with agency range staff. Be sure to read SRM Washington Representative Deen Boe’s report on Washington DC activities.

Highlights of the Board of Directors meeting include the calling for a special election to amend the SRM Bylaws (discussed in the second paragraph) and recommendations regarding the SRM publications. The major recommendation regarding the publications will move production of the *Journal of Range Management* and *Rangelands* to Alliance Communications Group. Alliance Communications Group (ACG) is the publishing division of Allen Press, Inc., one of the most respected producers of scientific, technical, and medical publications in the world. Allen Press has been working with scholarly publications for more than 50 years. Time was also spent by the Board reviewing several strategic initiatives, including the SRM Communication and Marketing Plan and status of the May 2003 key strategic initiatives. As a result of the expected 2004 tasks, as well as 2003 financial status, the Board allowed a previously approved \$10 annual dues increase to proceed for 2004. Many other projects were reviewed, and a more complete report will be provided soon.

Overall, it was a very successful trip, and 2004 will be a great year for SRM.—*Sam Albrecht*

Board of Directors Meeting Announcement

The SRM Board of Directors will meet in SLC as part of the SRM Annual Meeting. Currently, the Board will meet:

- 1/24/03 from 8 am – 5 pm
- 1/26/03 from 1 pm – 5 pm
- 1/30/03 from 8 am – 5 pm

All meetings are scheduled for the Embassy Room of the Grand America, although this is subject to change.

Washington DC Report – SRM Fall Meeting October 2003 by Deen Boe Washington DC Representative

Rangeland Assessment and Monitoring – The U.S. Department of Agriculture and the U.S. Department of the Interior have made some more progress in sending a final report to Congress on rangeland assessment and monitoring issues. A draft report has basically cleared the agencies in each Department and steps are being taken to move it forward for Secretarial approval. Mike Holbert with BLM, who has been providing the lead coordination on this effort, moved recently to Wyoming. This may cause a bit more delay, but I will continue to work closely with whoever picks up the lead. The Board has meetings scheduled this week at the assistant and under Secretary level in both USDI and USDA – at which the topic of report progress will be addressed.

Coalitions and Partnerships – Renewable Natural Resources Foundation Board (of which SRM is a member) on October 3 approved joining the United States Geological Survey Coalition. As has been discussed informally by SRM BoD members earlier, SRM should also join as an individual member. This will enable SRM to individually support actions if they wish to - even if the RNR membership as a whole does not.

Coalitions seem to be growing in popularity in the DC arena as various organizations recognize that this can be an effective tool for obtaining action on a variety of issues. SRM is not in the mainstream of those organizations that frequently come to mind to join in support of various issues. However, as we become better known, it likely that we will be asked more often to join with others in dealing with a variety of natural resource issues. This will be particularly true if SRM can establish a full time or at least more substantial presence on the DC scene.

Meetings – The Conference on Personnel Trends, Education Policy, and Evolving Roles of Federal and State Natural Resources Agencies presented by the Renewable Natural Resources Foundation in association with the American Association for the Advancement of Science will be held in DC on October 28 and 29th. Several SRM members will be attending. I served on the planning committee for the conference, but will not attend.

The 7th International Conference on the Ecology and Management of Alien Plant Invasions will be held in Fort Lauderdale, Florida the first week in November. I will attend a portion of the Conference.

Congressional and Agency Activities in the Coming Year – As everyone knows, 2004 is an election year. This always presents some unique challenges that don't occur in the odd numbered years in working on policy/budget issues. . In the grand scheme of things – natural resources are not very high on agendas anyway. This makes it particularly important that we have ongoing discussions, as is scheduled at this board meeting on emerging/existing issues and relative priorities for addressing.

Position Announcement

Assistant Professor in Rangeland Science and Management

This position will emphasize the quantitative assessment of land use impacts on rangeland resources. It is a tenure eligible, academic year faculty appointment with approximately 50% teaching and 50% research primary responsibilities. Full details and how to apply are available at <http://www.cals.arizona.edu/srnr/posting/prof.html> Review of applications begins 12/5/03 and continues until position is filled.

and

Assistant Extension Specialist in Watershed, Riparian, and Rangeland Management

This position will emphasize the management practices on watersheds and riparian areas in arid and semi-arid environments. It is a continuing-eligible, fiscal year faculty appointment with approximately 70% extension and 30% research responsibilities. Full details and how to apply are available at <http://www.cals.arizona.edu/srnr/posting/spec.html> Review of applications begins 12/5/03 and continues until position is filled.

The University of Arizona is an EEO-AA Employer M/W/D/V

Editor-in-Chief Needed for *JRM*

The Society for Range Management is soliciting nominations for the newly created position of Editor-in-Chief of the *Journal of Range Management*. The SRM Board of Directors has approved the *JRM* Task Force recommendation that a commercial publisher publish *JRM*. Switching to a commercial publisher and implementing other Task Force recommendations require changes in the editor's duties including using an electronic manuscript review system. And, the Editor-in-Chief will no longer be burdened with copy-editing and production editing, enabling the Editor-in-Chief to focus on scientific content. As in the past, a stipend, the amount of which is yet to be determined, will be provided to the Editor-in-Chief.

The Editor-in-Chief position is the most important position relating to SRM's scientific journal. Our journal is critical to the dissemination of knowledge and an important revenue source for SRM.

Qualifications:

1. SRM member of good standing.
2. A record of scientific publishing, including publication in *JRM*.
3. An actively publishing (or recently retired) scientist who is current with the scientific literature relevant to *JRM*.
4. Served as an associate editor for a scientific journal.

Term of Office:

The term of office is 5 years subject to annual performance reviews by the *JRM* Steering Committee with input from the *JRM* Editorial Board.

Duties:

1. Chair the *JRM* Editorial Board and organize meetings of the associate editors at annual SRM meetings.
2. Select associate editors based on criteria developed by the *JRM* Steering Committee.
3. Provide training sessions for newly appointed and continuing associate editors (i.e., duties of associate editors and publication standards for *JRM*).
4. Monitor performance of associate editors.
5. Manuscript responsibilities:
 - Screen manuscripts for general appropriateness for *JRM* and for acceptability for review.
 - Assign subject matter category to manuscripts and transmit manuscripts to appropriate subject-matter associate editors.
 - Oversee final acceptance of manuscripts to assure consistency in editing, format, and scientific quality.
 - Reply to author(s) with a letter of manuscript acceptance or rejection, following recommendation by the associate editor. The technical editor communicates in writing the final publication decision to the author(s) and to the associate editor.
 - Accept and coordinate appeals of reviews.

The Editor-in-Chief is expected to be visionary as the *Journal of Range Management* experiences rapid changes in our science, resources, processes, format, and delivery. Fierce competition for authors and readers make this position key to the future success of our journal and our profession.

Applicants should submit their vita including a list of previous editorial experience and a one-page vision for *JRM* by **January 5, 2004** to David M. Engle, preferably electronically at dme@mail.pss.okstate.edu; or mailed for receipt by January 5, 2004 to David M. Engle, 477 Ag Hall, Oklahoma State University, Stillwater, OK 74078; Fax: 405-744-5269.

Steering Committee Members Needed for *JRM*

The Society for Range Management is soliciting nominations for members of the *Journal of Range Management* Steering Committee. This is a new committee approved by the SRM Board of Directors on October 23, 2003. The purpose of the Steering Committee is to focus on issues that are strategic in nature as contrasted to the *JRM* Editorial Board, which manages peer reviews of manuscripts. As such, the Steering Committee's overall goal is to position *JRM* for successful competition for authors and readers in the competitive world of science publishing and thereby promote excellence in our science and profession.

Duties of the Steering Committee:

1. Establish criteria for acceptable subject matter for volunteered and invited manuscripts.
2. Develop criteria and guidelines for selecting and dismissing associate editors.
3. Set term limits for associate editors and the number of associate editors.
4. Develop the criteria, in conjunction with the Editor-in-Chief, for training new associate editors to effectively execute their responsibilities (e.g., revise *JRM* Instructions to Authors as necessary).
5. Provide guidance and approval for continuous improvement of *JRM*, including format and content, after receiving input from the *JRM* Editorial Board.
6. Develop a process for evaluating the Editor-in-Chief.
7. Revise and monitor appeal policy for rejected manuscripts.
8. Recruit nominees for associate editors.

For tasks resulting in direct financial impact on SRM, the Steering Committee will provide the SRM Board of Directors and the Executive Vice President with the following as needed. Items are listed in order of descending priority.

1. Proposed changes in appearance of the journal cover and print format.
2. Evaluation of current publishing quality and recommendations for corrective changes.
3. Evaluation of publishing proposals and publishing contracts.
4. Assessment and recommendations on electronic access and indexing.
5. Evaluation of co-sponsoring arrangements and development of proposals for co-sponsoring *JRM*.
6. Recommendations regarding page charges and subscription rates.

Composition of the Steering Committee:

The Steering Committee will be composed of a diversity of disciplines, geographic representation, and scales of ecological interest. The primary emphasis of Steering Committee composition will be disciplinary representation. The Steering Committee will include at least one international (i.e., non-U.S.) member. Membership will also include one former and one current member of the *JRM* Editorial Board, one of which will serve as liaison to the *JRM* Editorial Board. Eligible members are SRM scientists with a record of publishing in *JRM* and other scientific journals.

Applicants should submit their vita including a list of previous editorial experience and a one-page vision for *JRM* by January 5, 2004 to David M. Engle, preferably electronically at dme@mail.pss.okstate.edu; or mailed for receipt by **January 5, 2004** to David M. Engle, 477 Ag Hall, Oklahoma State University, Stillwater, OK 74078; Fax: 405-744-5269.

Certification Corner

by Leonard Jolley

I have really enjoyed the gatherings of SRM folk over the last few weeks as I attended the Section meetings of South Dakota, Texas, and Wyoming. In each case our members put on great meetings, and I basked in the friendliness displayed. There were fine mixtures of technical topics, 'crazy auctions', field trips involving long-horn and bison, and lots of camaraderie. The chance to report on our successful Certification program, and the increasing ability to use our SRM web site for information, was much appreciated.

In Wyoming I was asked to explain the value of Certification as a Certified Professional in Rangeland Management, and replied that it is both symbolic and practical. To the public it represents a superior standard of professional competence, that must be supported by our rigorous qualifications to enhance our credibility. When my wife and I went searching for a surgeon to fuse three of her lumbar vertebra together, our research placed a lot of weight on 'Board certifications' earned by that person, since we lacked familiarity with other measures of competence for surgeons. Just so, a Certification program diligently created and maintained like ours is reassuring to potential clients. Certification is also a practical way to sift through potential candidates for rangeland planning and management, as the NRCS has done by recognizing our Certification programs and SRM as a 'recommending organization'.

Director Jeff Burwell discussed last month the increasing opportunities for SRM certified members. Of the 1200 Technical Service Providers recognized by USDA NRCS, nearly 90 names of SRM Certified members have been provided to NRCS as potential TSPs – not too bad given the dominance currently of Certified Crop Advisors and Manure managers...

Chief Knight of NRCS asked our Board of Directors as they visited him last month for help in what is shaping up to be a major training workload for Technical Service Providers. President Bob Budd pointed out the potential of partnering with The Wildlife Society, American Fisheries Society and the Soil and Water Conservation Society toward this effort. The Colorado SRM Section is hosting TSP training along with their regular meeting next month.

Finally, for those of you craving a simpler way to sign up for CEUs in Salt Lake City, Ann Harris and I have obliged! You will find a single sheet of paper in your Pre-Convention Trail Boss with all of the technical sessions displayed, and boxes for your choices to be displayed. You may use the checklist to document your attendance and submit it with your signature for credit. If, like many of us, you shift from concurrent session to session, then simply indicate which one predominated. We continue to rely upon our SRM Code of Ethics and Code of Conduct for our certified members. CPRM committee chair Scott Kronberg has been vigilant against any sign of weakening standards.

Just as you can register on line for the Salt Lake City meeting, so can you chose your CEU sessions on line.

First, log into the SRM web site in the Members Area, and then select 'Events-Events Registration'.

On the next page, of 'Available Events' chose the offering 'Technical Program CEU sign up for 2004 Annual Meeting'. The next page will allow you to select the specific morning or afternoon session for which you seek credit. Most sessions are valued at 3 credits, and you may claim a poster session only if you are the presenter.

Please contact Vicky Skiff or me if you have any questions!

Thanks!

Publication Partnership

SRM has partnered with Alliance Communication Group (ACG) to provide production services for the *Journal of Range Management* and *Rangelands*.

While SRM will be responsible for editorial content, editorial direction and policies, ACG will have overall responsibility for management of the production aspects of the publications. Additionally ACG will provide subscription management and fulfillment, and online access to the publications.

Alliance Communications Group (ACG) is the publishing division of Allen Press, Inc., which has been operating in Lawrence, Kansas since 1935. Allen Press printed its first scientific journal in 1952, and we are still publishing that journal today. Currently, the company employs nearly 300 people and provides services for over 400 scientific, technical and medical societies or organizations.

This partnership is part of an overall effort to improve and modernize our publications and provide quality services to you, the member, and to rangeland management and science.

John R. McGuire Award Recipients

Two Colorado members have won a national award for “outstanding effort in accomplishing the USDA Forest Service mission.”

Floyd Reed and **Dave Bradford**, both of the Grand Mesa, Uncompahgre and Gunnison National Forests, received in Denver the John R. McGuire Award for their “extraordinary accomplishments” resulting in improved range, forest and watershed conditions.”

Both employees serve as “range conservationists.” They launched a far-reaching educational program on sound range management for diverse interest groups. Reed is assigned to the Delta office, Bradford to the Paonia office.

“Floyd and Dave deserve this recognition because they have made outstanding contributions to the range program here and throughout the Western United States,” said Forest Supervisor Bob Storch.

The award was presented to the employees Oct. 22 by Forest Service Chief Dale Bosworth and Rocky Mountain Regional Forester Rick Cables. Retiree Chuck Hendricks represented the National Association of Forest Service Retirees for the presentation.

The award is sponsored by the National Association of Forest Service Retirees, an organization dedicated to the promotion of the ideals and principles of natural resource conservation, and is presented to deserving employees as they are identified by the Association. John R. McGuire was the 10th Chief of the Forest Service, serving from 1972 to 1979.

Silent Auction

By popular request, your Endowment Fund Board of Governors will again hold its annual Silent Auction to benefit the SRM Endowment Fund. In addition, raffle drawings will be held for the following items during the meeting in Salt Lake City: **Beretta White Wing Over & Under 12-gauge Shotgun**, donated by Sharp Brothers Seed Company of Healy, KS; **Painting by Daniel Smith “Curious Presence”**, donated by Dow-AgroSciences of Olathe, KS; and **“Grizzly Bear” Bronze by Artist Don Rains**, donated by The Truax Company of Minneapolis, MN. The Endowment Fund was established in 1980 to guarantee a strong, vital future for continuing the beliefs and ideals of the Society. Contributions are strongly encouraged with the commitment to help the Fund grow. Your donations and support of the Silent Auction help to keep these commitments. If you have questions about the Silent Auction or Raffle or would like to donate any item, please contact any member of the Endowment Fund Board of Governors, or contact Chuck McGlothlin @ 406-633-2455 or email: crmcg@tgrsolution.net. Thanks for supporting your Endowment Fund!

Book of the Month

Grazingland Hydrology Issues: Perspectives for the 21st Century, Editors K.E. Spaeth, F.B. Pierson, M.A. Weltz, and R.G. Hendricks, published by the Society for Range Management is our featured book of the month.

Written to help clarify grazing land hydrology issues for the Third Resource Act Appraisal. 1997. PUB-09 sells for \$12.00 members, \$15.00 university, and \$18.00 nonmember.

For more information on how you can order this book contact the Headquarters office at **303-986-3309** and ask for Kirsten Tardy. Her email is ktardy@rangelands.org You can also order publications on our website www.rangelands.org



Rangelands 2004 is Ready to Happen!

In case you've been visiting your Aunt Mildred on the planet Pluto and have not heard, Rangelands 2004, the 57th Annual Meeting of the Society for Range Management, is set to go in Salt Lake City on January 25 – 30, 2004. This promises to be the biggest and best yet!

A few highlights:

- Up-to-the-minute news and views on rangelands from the Washington perspective by EPA Director Mike Leavitt, USDA Under Secretary Mark Rey, BLM Director Kathleen Clark, NRCS Chief Bruce Knight, Forest Service Chief Dale Bosworth, and others
- Over 24 symposia and technical sessions on a stunning array of subjects (e.g., wildlife, grazing, water, restoration, invasive species, etc.)
- Three eye-opening technical tours to truly unique places (the Great Salt Lake, an Olympic venue, a water-fowl refuge—bring your binoculars!)
- Hospitality and luxury not usually experienced by SRM members (unless your name is Bob Budd)

If you have not reviewed the meeting resources on the SRM website (<http://www.rangelands.org/srm.shtml>), please do so. The entire “Pre-Convention Trailboss” (the meeting catalog) is available there (click on the pretty blue picture), as is the draft outline for the technical program. If you are delivering a paper or participating in a symposium and you don't know the day you are scheduled to speak, just go to the outline, follow the simple instructions (that even I can follow!) and you can immediately find your slot. You can also register on-line, and believe it or not, it is easier than doing it the old traditional write-it-down-on-paper-and-mail-it-in way.

If you haven't visited Salt Lake City in several years, you are in for a real treat. Contrary to rumors, SLC is one of America's most user-friendly cities and is truly cosmopolitan, with a huge choice of fine restaurants, as well as theaters, art galleries, and shopping malls all within walking distance or a free 5-minute Trax ride from the convention hotel.

See you on January 25th, and don't forget your skis. The snow is accumulating!



The Grand America Hotel

The Grand America Hotel is conveniently located in the heart of downtown Salt Lake City, just 10 minutes from the SLC International Airport. Surrounded by the Wasatch and Oquirrh Mountain Ranges in the magnificent Salt Lake Valley, the Grand America is walking distance from shopping restaurants, cultural and sporting events and is roughly 30-40 minutes from the major ski resorts. (Due to a printing error a partial floor plan was inserted in the Pre-Convention Announcement on page 10. This is the correct photo.)

Omission from Preconvention Announcement

Humboldt State University Range Alumni Social Tuesday, 1/27/04 from 6–8 pm, Little America-Flagstaff.

Due to a printing error on Page 22 of Pre-Convention Announcement, following is correct information.

Wednesday, January 28th

Local Interest Tour to Ogden Union Station	8:30 AM – 4:30 PM	
Membership Forum	1:00-2:30 PM	Grand America-Imperial Ballroom
Awards Ceremony	3:00-4:30 PM	Grand America-Imperial Ballroom
President's Reception	6:00-7:00 PM	Grand America-Grand Ballroom
Banquet & Entertainment	7:00-10:00 PM	Grand America-Grand Ballroom

Thursday, January 29th

SRM Dialogue Workshop	8:00 AM-Noon	Grand America-Venezia Garden
Local Interest Tour to Bean Life Sciences Museum & Thanksgiving Point	8:30 AM–4:30 PM	
Range Management School	8:00 AM-5:00 PM	Grand America-Grand Salon
2004 Annual Meeting Planning	7:00-10:00 PM	Grand America-Audubon
Committee Celebration		

Friday, January 30th

SWCC-21 Meeting	8:00 AM-5:00 PM	Grand America-Venezia Garden
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Pre-Convention Announcement Cover Photo

Use of the running horse photo for publications related to the Salt Lake City meetings was generously donated by David Stoecklein Photography in Ketchum, ID. The photo of wild horses was taken in 1998 by David on Big Springs Ranch in Wendover, NV. David's photos appear regularly in a variety of publications, magazines, western calendars, prints, cards, and coffee-table books, and his photos have been featured in many prestigious museums across the country. More information about David's photos and work can be found on the web (<http://www.stoeckleinphotography.com>).



REGISTRATION FORM

Mail/FAX form with payment to: 2004 SRM Annual Meeting, PO Box 150247,
Lakewood, CO 80215-0247 or register on-line at www.rangelands.org

Full Name*
Name for Badge* (Print)
Mailing Address*
City/State*
Zip/Postal Code/Country*
Company/Organization/University*
Spouse/Guest (only if registering)
Telephone (Day)*
FAX*
Email*
Expected Date of Arrival _____

***REQUIRED INFORMATION**

SRM MEMBERSHIP CLASSIFICATION:

- Regular/Life
 Student/Apprentice
 Emeritus
 Associate
 Non-Member
 Non-Member Student

SPECIAL DESIGNATIONS:

- Charter/Founding Member
 Past President
 High School Youth Forum
 Student Conclave
 New Member (since 1/03)

CONFERENCE REGISTRATION FEES:

TYPE	QTY	Postmarked		TOTAL
		BY 12/19	AFTER 12/19	
Member	_____	\$175	\$210	\$_____
Emeritus Member	_____	\$100	\$120	\$_____
Student/Apprentice Member	_____	\$60	\$75	\$_____
Non-Member	_____	\$260	\$295	\$_____
Non-Member*	_____	\$85	\$100	\$_____
Student/Apprentice	_____			
Spouse/Guest	_____	\$60	\$75	\$_____

*Includes a one-year student membership. (Apprentices are recent graduates, under 5 years in their career.)

DAY-ONLY REGISTRATION FEES: Max of 2 days. Please circle day(s):

DAYS	QTY	FEES	TOTAL
SUN MON TUE WED THU	_____ x	\$75	\$_____

TOTAL REGISTRATION FEES: \$ _____

TICKETED EVENTS:	QTY	FEES	TOTAL
Range Management School	_____ x	\$25	\$_____
Banquet & Entertainment			
<input type="checkbox"/> Chicken	_____ x	\$35	\$_____
<input type="checkbox"/> Beef	_____ x	\$35	\$_____
Professional Issues Lunch	_____ x	\$25	\$_____
Charter Members/Past Presidents' Lunch	_____ x	\$25	\$_____
President's Spouse Tea	_____ x		Included in Spouse Registration Fee
Student Conclave Lunch			
<input type="checkbox"/> Student	_____ x	\$10	\$_____
<input type="checkbox"/> Non-Student	_____ x	\$20	\$_____

TOTAL TICKETED EVENTS: \$ _____

TECHNICAL TOURS:	QTY	FEES	TOTAL
Antelope Island	_____ x	\$30	\$_____
Bear River Migratory			
Bird Refuge	_____ x	\$25	\$_____
Snow Basin	_____ x	\$35	\$_____

TOTAL TECHNICAL TOURS: \$ _____

LOCAL INTEREST TOURS:	QTY	FEES	TOTAL
Park City/Olympic Park	_____ x	\$30	\$_____
Union Station/Hill AFB	_____ x	\$25	\$_____
Bean Museum/Thanksgiving Point	_____ x	\$30	\$_____

Special Rate Lift Ticket- Snow Basin Ski Area	_____ x	\$45	\$_____
Special Rate Lift Ticket- Cottonwood Canyon Ski Areas	_____ x	\$45	\$_____

TOTAL COMPANION TOURS: \$ _____

GRAND TOTAL:

METHOD OF PAYMENT:

- CHECK/MONEY ORDER # _____

Please make check/money order payable in US FUNDS to "SRM"

ANNUAL MEETING.

- CREDIT CARD
 MC
 VISA
 AMEX
 DISC
 DINERS

Name on Card _____

Card # _____

Expiration Date _____

Signature _____

PURCHASE ORDERS ARE NOT ACCEPTED

Refund Policy. Refund requests will be honored using the following schedule: Requests **received in writing prior to December 19, 2003** will be fully refunded. Requests received in writing after December 19, 2003 will only be refunded in the case of extreme hardship (death, serious illness or hospitalization). No refunds of registration, special events or tours will be processed after **January 15, 2004** for any reason.

RECEIPTS WILL BE DELIVERED WITH PRE-REGISTRATION

TECHNICAL SESSION SIGN-UP

Please indicate the session where your greatest interest lies—we recognize that the beauty of concurrent sessions is to allow you to pick & choose, and this check box is not intended to prevent this. Please limit your selections to one (1) morning session and one (1) afternoon session. For you certified folks, it simply allows us to credit you with CEUs without excessive paperwork. Four (4) CEUs will be awarded for your attendance at the meeting, and three (3) CEUs will be awarded for each morning or afternoon session you attend, up to a maximum of 16 CEUs. Mail to Headquarters or register on-line at www.rangelands.org

Sunday Afternoon, 1/25

- RTEC Symposium—Equipment and Techniques for Renovating Lands Dominated by Sagebrush and Pinyon-Juniper

Monday Morning, 1/26

- Plenary Session—Rangelands in Transition
- Monday Afternoon, 1/26
- Symposium—The Big Stuff that Really Matters
 - Symposium—Impact of 2002 Farm Bill on Rangeland Management
 - Symposium—Managing Grazing Behavior to Improve Rangeland Sustainability
 - Symposium—High Elevation Forb Communities
 - Symposium—Natural History of Great Basin Rangelands
 - Technical Session—Plant and Soil Ecology
 - Workshop—Rangeland Infra GIS Interface
 - Poster Session 1—Vegetation Management and Restoration, Invasive Species, and Collaboration

Tuesday Morning, 1/27

- Symposium—Rangelands in Transition: Agency Perspectives
- Symposium—Rangelands of Central Asia: Transformations, Issues and Future Challenges
- Symposium—The Changing Faces of Rangeland Users: Implications for Management and Rangeland Sustainability
- Symposium—TEAM Leafy Spurge Scientific Wrap-up
- Symposium—Early Detection and Rapid Response for Invasive Plants
- Technical Session—Rangeland Assessment, Monitoring, and Measurements
- Technical Session—Vegetation

Management and Restoration

- Workshop—Rangeland Infra in Transition
- Poster Session 2—Management, Hydrology, Ecology of Riparian Areas, Plant Ecology, Soils, and Wildlife Habitat

Tuesday Afternoon, 1/27

- Symposium—Rangelands of Central Asia: Transformations, Issues and Future Challenges
- Symposium—TEAM Leafy Spurge Scientific Wrap-up
- Symposium—Application of Behavioral Principles in the Management of Ecological Systems
- Symposium—Managing Landscapes to Meet Wildlife Needs
- Technical Session—Rangeland Assessment, Monitoring, and Measurements
- Technical Session—Water Quality
- Technical Session—Vegetation Management and Restoration
- Technical Session—Invasive Plants
- Poster Session 3—Grazing, Animal Nutrition and Ecology, Plant-Animal Interactions, Education, Central Asia Rangelands

Wednesday Morning, 1/28

- Symposium—TEAM Leafy Spurge Scientific Wrap-up
- Symposium—Sagebrush and Pinyon-Juniper Ecosystems - Changing Fire Regimes, Increased Fuel Loads and Invasives
- Symposium—Successful Grazing Management in the New West
- Technical Session—Animal Nutrition and Ecology
- Technical Session—Management, Hydrology, and Riparian Ecology
- Workshop—Research and Technology of Nitrogen Sequestration for Cheatgrass Control
- Poster Session 4—Rangeland

Assessment, Monitoring, and Sampling

- Undergraduate Paper Presentations

Thursday Morning, 1/29

- Symposium—Application of Geospatial Data for Rangeland Management
- Symposium—Drought Impacts and Mitigation
- Symposium—Federal Fire Rehabilitation: Policy, Practices, and Project Results
- Symposium—Partners on the Range: Forage Reserves, Grassbanks, and Reserve Common Allotments
- Technical Session—Grazing Ecology and Management
- Workshop—Hands On Monitoring
- Workshop—Ecoregions and Seed Transfer Zones
- Range Management School

Thursday Afternoon, 1/29

- Symposium—Application of Geospatial Data for Rangeland Management
- Symposium—Federal Fire Rehabilitation: Policy, Practices, and Project Results
- Symposium—Invasives in Riparian Ecosystems
- Technical Session—Grazing Ecology and Management
- Technical Session—Plant and Animal Interactions
- Technical Session—Social and Economic Aspects of Range Management
- Workshop—Hands On Monitoring
- Range Management School
- Workshop—Rangeland Plant Germplasm Conservation
- NRCS Training Session- Prescribed Grazing and Grazing Management

Range Science

Senior Research Assistant - Grade 17, NMSU - Salary - \$26,068.08. Corona Range and Livestock Research Center, Corona, N.M. Candidates must have a B.S. degree in Range Science and three years of experience directly related in range/animal science research. Prefer experience or training in rangeland vegetation sampling, and manipulation. Some knowledge of GIS preferred. Research experience and/or graduate degree desirable. Ranch background or experience with range beef and/or sheep production preferred. Mechanical aptitude would also be desirable. Note: Housing with utilities will be provided at the center. Submit resume, transcript and names of three references to Dr. Andres Cibils, Box 30003, MSC. 31, NMSU, Las Cruces, NM 88003. (505) 646-4342. Fax (505) 646-5441. You may obtain a copy of the full vacancy announcement from <http://www.nmsu.edu/~personnel/postings/classified/>, posting #20053727. NMSU is an equal opportunity/affirmative action employer. Offer of employment contingent upon verification of individual's eligibility for employment in the United States.

POSITION ANNOUNCEMENT

Position: Extension Assistant, Grazingland Management, 0.5 FTE, temporary, Grazing Land Water Quality Program. Two positions. Position #W0007481 and #W0007483

Date Available: The positions are available on or after January 15, 2004, or until filled.

Location: Department of Agronomy, Kansas State University

Responsibilities: Assist Agronomy, Agricultural Economics, and Grazing Land Water Quality Program faculty and Extension Assistants in the delivering Grazing Land Water Quality Project. Work on an advanced degree is encouraged. The project is funded through June, 2008. Specific responsibilities include: works with the project leaders and staff to deliver the Water Quality Financial Analysis and Resource Evaluation (WQFARE) Stewardship Program; assist in conducting training and workshop events; assist in coordinating and maintaining records of all training and workshop sessions; assist Stewardship Program participants in carrying out program requirements; aid in the collection of field data (including vegetation, drainage systems and erosion) for training and workshop sessions.

Qualifications: Required B. S. in range management, forages, watershed management, or closely related field; working knowledge of computers; ability to communicate effectively, both orally and in writing; ability to work effectively with cooperating producers and agencies. Preferred Experience in field determination of water quality concerns; experience with GIS technology; experience with GPS technology; experience in literature searches, both conventional and electronic; farm or ranch background.

Salary: \$14,800

How to apply: Send letter of application, resume, transcripts, and have three letters of reference sent to:

Dr. David B. Mengel, Head
Kansas State University
Department of Agronomy
2004 Throckmorton Plant Science Center
Manhattan, KS 66506-5501

Please refer to position #W0007481 and #W0007483

Deadline: Applications will be received until January 1, 2004, or until the positions are filled. For additional information, please contact Dr. Paul D. Ohlenbusch or call Dr. Walter H. Fick for questions at 785-532-5776 or by e-mail at ole@oznet.ksu.edu or whfick@ksu.edu or consult the web site at www.oznet.ksu.edu/glwq.

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New Members

SRM welcomes its new members. Following is a list of new members, their section and recruiter..

Member	Section	Recruited By
Charity Bartoskewitz	TX	
Charles Baun	ID, CO, FL, IM	
Lindsay Brennecke	CAL-PAC	
Dawn Cornett	CAL-PAC	
Ann DeBott	ID, NC	
Stephen Dowlan	PNW	
Kevin Doyle	TX	Robert Knight
James Duran	NGP & NM	
Jamie Eberly	NE	Charles Butterfield
Jennifer C. Effler	TX	
Tim Ford	UT	
John Fraley	CAL-PAC	Ken Fulgham
William Gargan	CAL-PAC	Lisa Norfolk
Perry Hardin	UT	
Kimberly Hedrick	CAL-PAC	
Garry Houf	SO	Stevie Collins
Larry Houf	SO	Stevie Collins
Ivan Houser	CAL-PAC	Wm (Bill) Beaty
Stan Hunewill	CAL-PAC	Ken Fulgham
Nicholas Kazor	NE	Charles Butterfield
Brad Lathrop	PNW	Tom Thompson
Jason Linderman	CAL-PAC	Ken Fulgham
Jessica Miller	CAL-PAC	
Kim Obele	CO	
Donato Ramos	TX	Hoyt Seidensticker
Barbara Raymond	CAL-PAC	Jim Shakelford
Roger Rosentreter	ID, NC	
Stacy Sabin	NGP	
Kelly Sanders	TX	
Emily Sherman	CO	
Jonathan Shultz	CAL-PAC	Ken Fulgham
Julie Shunk	CAL-PAC	Ken Fulgham
Marc Stavropoulos	UT	
Luther "Calvin" Steele	PNW	Dave Swanson
Sandy Tatowski	NM	Ed Fredrickson
Ronald Tiller	AZ & CAL-PAC	
Sabrina Tuttle	AZ	Jim Sprinkle
Linda Wallace	CAL-PAC	
Chris Watts	CAL-PAC	
Steve Zellmer	NGP	

Membership Application!!

Go to www.rangelands.org for a complete membership application. A membership to SRM would make a great Christmas present.

Assistant Professor of Water Resources

The Department of Renewable Resources at the University of Wyoming is seeking candidates for an assistant professor, tenure-track, full-time faculty position. The position emphasis is 2/3 extension and 1/3 research with an expectation to implement a progressive state-wide extension program and complementary research program related to water resource quality and quantity issues relevant to the western U.S. The position requires development and implementation of water resource outreach programs that are coordinated with extension efforts of University of Wyoming and neighboring states. Starting date is May 15th or soon as practical. Salary and benefits are competitive and commensurate with qualifications. For more details regarding minimum and preferred qualifications visit website: <http://uwyo.edu/RenewableResources..http://uwadmnweb.uwyo.edu/hr>. Review of applications will begin by 6 January 2004. Applicants submit a letter of application, curriculum vitae, course listings, statement of philosophy for research and extension goals, and contact information for three references to: Dr. K.J. Reddy, Associate Professor, Search Committee Chair, P.O. Box 3354, Department of Renewable Resources, University of Wyoming, Laramie, WY 82071, e-mail: katta@uwyo.edu

University of Wyoming is an Equal Opportunity Employer

Research Agronomist/Rangeland Scientist/Ecologist GS-471/454/408-12/13/14

**Salary Range of \$56,463 to \$103,150
Announcement Number ARS-X4W-0044**

The USDA, Agricultural Research Service (ARS), Range and Meadow Forage Management Research Unit, Burns, Oregon is seeking a permanent full-time agronomist/rangeland scientist/ecologist, GS-12/13/14, to serve as a member of an interdisciplinary research team. The mission of the unit is to develop agricultural and natural resource strategies that address both economic and environmental concerns. The scientist is responsible for developing methods to restore productivity of arid rangelands that are not at their potential. Much of the research will involve seeding and establishment of both native and introduced plant species. The scientist is expected to actively participate in outreach and technology transfer activities. Candidate must be a U.S. citizen. Salary commensurate with experience (\$56,463-\$103,150 annually). For program information contact **Dr. Tony Svejcar at 541-573-8901**. For application information and a copy of the full vacancy announcement contact Ginger Dunaway at 541-573-8916 or via the website: <http://www.ars.usda.gov/careers/>. *USDA/ARS is an equal opportunity employer and provider.*

SRM Members Resource News

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SRM INTRODUCES BED AND BREAKFAST PROGRAM

- Have you ever wanted to meet fellow SRM members in an informal setting?
- Have you ever wanted to visit different rangeland areas but didn't know who to contact?
- Do you enjoy staying at B & B accommodations?
- Do you want to make new friendships within the SRM "family?"
- Would you like to help raise money for SRM and have fun doing it?
- Do you like to have comfortable accommodations at a reasonable voluntary cost?

If the answer to these questions is "yes", then the SRM B & B Program is for you, whether you volunteer as a host or are a guest in a fellow SRM member's home. As members of SRM, we all have a common interest, the health of the world's rangelands. We speak a common language, yet we are spread all over the earth. With the informal setting of this program, SRM members can foster new friendships, and rekindle old ones, outside the formal setting of the office and meetings.

50 percent of the money raised by this venture will enhance the SRM Endowment Fund, 30 percent will go to the host's Section for its range activities, and the SRM office will retain 20 percent for administration costs. You can always donate more if you feel the host went the "extra mile." All donations are payable to SRM and will be remitted by the host.

Hosts are encouraged to sign up between now and March 1, 2004 for their name to appear in the B & B Directory that will be published April 1, 2004. Use the enrollment form provided in this publication. Together, we can all make this a fun and educational way to raise money for SRM.

SRM B&B HOST ENROLLMENT

PLEASE PRINT CLEARLY

SRM Section: _____ Host's city & state/province: _____

Host's Name: _____

Address: _____

Phone: _____ Fax: _____

E-Mail: _____ Website: _____

Suggested donation per night, single/double (US \$): _____

Limit of stay: _____

Seasons available (or months, irregular times, etc.): _____

Smoking/Non-Smoking: _____

Pets: Yes/ No _____ Bath – type & number: Private _____ Shared _____

Beds available – type & number: King _____ / Queen _____ / Double _____ / Twin _____

Advanced notice required (days/weeks): _____

Other information (i.e. ranch setting, on a lake, etc.): _____

SRM MEMBER HOSTS AGREE:

1. Accommodations are open only to fellow SRM members, their immediate family and friends-when accompanied by an SRM member.
2. All guests make a voluntary contribution to SRM. Suggested donations are \$35/single and \$45/double per night.
3. The host member shall receive no personal compensation for services rendered. All donations are payable directly to SRM and will be promptly remitted by the host member to the SRM head office.
4. Neither the guest nor the host may claim the amount charged for the B & B service as a charitable contribution to SRM.
5. Accommodations provided shall be clean and well maintained. Host will provide reasonable efforts to ensure the safety of guests, including night-lights and verbal directions for emergency exits.
6. The host shall provide reasonable menu choice for breakfast.
7. It is suggested that insurance may not cover alcohol-related claims and hosts should not serve alcohol to guests. Hosts should check their personal homeowner's policy for possible complications/conflicts.

HOST SIGNATURE: _____ DATE: _____

SIGNATURE REQUIRED

Please mail/fax to:

**Society for Range Management
B & B Program
445 Union Blvd Ste 230
Lakewood, CO 80228-1259**

**303-986-3892 fax
303-986-3309 phone
info@rangelands.org
www.rangelands.org**

Happy Holidays from the SRM Staff

Sam Albrecht

Deen Boe

Gary Frasier

Jo Frasier

Kindra Gordon

Ann Harris

Caitlin Harris

Leonard Jolley

Doug Powell

Lesley Radtke

Patty Rich

Vicky Skiff

Kirsten Tardy

